



# NJPSA

NEW JERSEY PRINCIPALS  
AND SUPERVISORS ASSOCIATION

December 6, 2018

**VIA FACSIMILE  
& REGULAR MAIL**

Dr. Michael A. Wanko, Superintendent  
Bayonne Public Schools  
669 Avenue A  
Bayonne, NJ 07002

Re: Open Workshop Meeting 11/28/18

Dear Dr. Wanko:

Please be advised that the New Jersey Principals and Supervisors Association ("NJPSA") represents members of the Bayonne Public Schools Administrators Association with regard to their employment in the district.

On November 28, 2018, the district's Board of Trustees conducted an open workshop meeting which was video-recorded and made available for public viewing. At this meeting, Mr. Tim Craig, Director of Fine & Performing Arts & Business Education, presented information to the Board regarding the district's instrumental music program and the decision to discontinue the indoor percussion program for this school year. The district's band director also participated in this presentation to the Board.

It is clear from review of the video recording that Mr. Craig and his staff presented information in a clear, thorough and professional manner. Unfortunately, it cannot be said that all Board trustees conducted themselves the same way. Several trustees chose to verbally attack and publicly berate Mr. Craig and his staff. In fact, the behavior of these trustees was so inappropriate that the Board President had to admonish them for their "attack" and redirect them during the presentation. In the future, the Board must be directed in advance of public meetings that they simply cannot behave this way.


Additionally, it is clear from the questions asked of Mr. Craig during his presentation that Board trustees are engaging in discussions with parents about matters which should be referred to and addressed by you in your capacity as Superintendent of Schools. It is not the role of individual trustees to discuss curriculum or other issues with parents, and then directly question staff members about parents' comments. If a trustee is approached by a parent with a concern, the trustee should either refer the parent to the appropriate administrator or relay the inquiry to you. This is not happening but must happen from this point forward.

I trust that the concerns expressed in this letter will be shared with the Board and that all trustees will conduct themselves in a professional manner consistent with their roles and responsibilities moving forward.

Should you have any questions or concerns, I will gladly address same.

Thank you.

Sincerely,



Carol R. Smeltzer, Esq.  
NJPSA Legal Counsel

- C: Joseph Broderick, President – Bayonne Board of Education (via reg. mail)  
Tim Craig, President – BPSAA (via email)  
Keith Makowski, Vice President – BPSAA (via email)